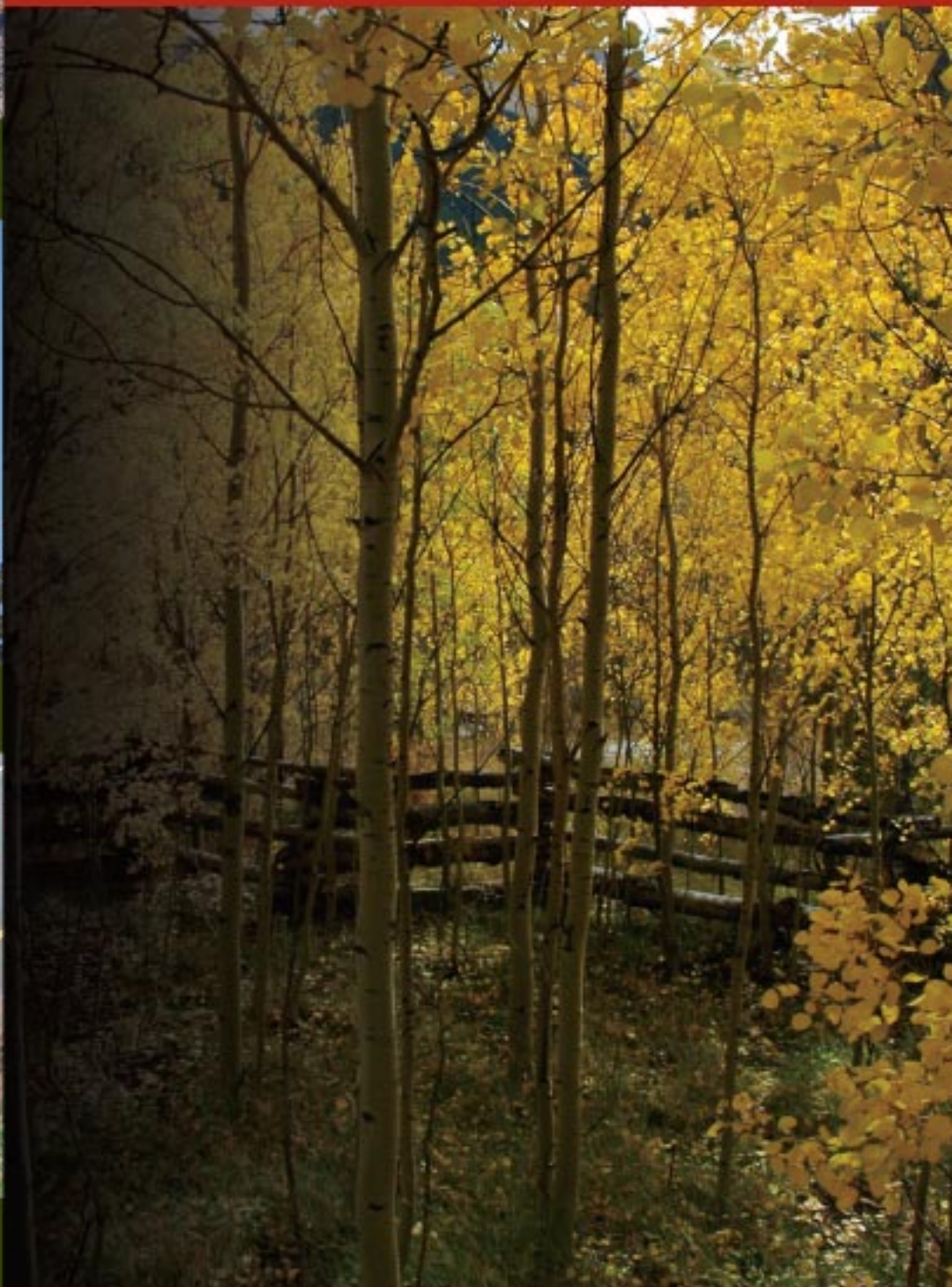




# EVERGREEN FIRE/RESCUE



# FIRE CHIEF





## THE COMMUNITY

Evergreen, Colorado is located in the mountains just 45 minutes west of downtown Denver, 50 minutes from the Denver Tech Center and 70 minutes from Denver International Airport.

Approximately 30,000 people call Evergreen home. The community has a long history of volunteerism with the fire department and they do not lack for volunteers.

Residents are artists, engineers, scientists, carpenters, retailers, homemakers and heads of corporations. Many work in nearby Denver and escape home to the high country. However, many residents both live and work in the mountain community as well. In Evergreen, purchasing a quality home, supporting quality schools and paying taxes for quality government often costs less than in metropolitan areas on either coast. Other residents have chosen Evergreen because of its proximity to Denver. They enjoy all that a big city has to offer: all major sports, first class art and museum events, nationally renowned dining, but with the

advantage of living in this tranquil mountain community.

Some of the activities in the Evergreen area include the mountain parks, hiking, biking, theater, musical entertainment, shopping, senior activities and fabulous dining in a

beautiful mountain setting. At an elevation of 7,200 feet and encompassing about 130 square miles of pine and aspen-laden hills, the climate offers relief from the hot summers, with temperatures ranging from the high 70's to the low 80's. Winters are surprisingly mild, in the mid 40's to 50 degrees. Evergreen enjoys Colorado's sunny days with an average of 296 days of sunshine.

## CITY GOVERNMENT

Led by a five member elected Board of Directors, the fire district strives to meet the demands of a complex fire, emergency medical and rescue environment in a mountainous terrain/interurban setting. The Board, responsible for overall operation of the fire district, is focused on meeting the District's current needs, while preparing for future challenges.

## THE FIRE DISTRICT

Evergreen Fire/Rescue is home to one of

Colorado's largest volunteer fire departments. This department includes 85 volunteer firefighters made up of men and women of the community along with 33 full-time and 12 part-time staff members. These committed individuals provide around-the-clock emergency dispatch, medical, rescue, and fire suppression services, along with fire inspection and education to the residents and visitors in the District.

In order to meet the growing community's needs, infrastructure has grown to include eight stations spread throughout the district and housing 43 fire/rescue apparatus, one maintenance facility, and one state-of-the-art administration facility with multiple training rooms and a 100 seat auditorium. The department is strongly committed to maintaining a volunteer suppression force. The fire district has multiple classifications of ISO ratings. Any property within five miles of Stations 1 – 7 and within 1,000 feet of a hydrant is rated as Class 5. Any property within the five-



mile radius of any of the eight stations but more than 1,000 feet from a hydrant is a Class 9. Properties beyond the five-mile radius are rated Class 10.

## **ISSUES AND PRIORITIES**

In addition to overseeing the day-to-day operations of the Department, the Fire Chief will be expected to address several key priorities including the integration of the Fire Operations, Administration, Communications, EMS, Maintenance, and Prevention Divisions into a unified entity committed to serving the Evergreen community. Managing resources to address an environment of mountains and limited water accessibility, and interacting with multiple area agencies will also be a priority for the new Fire Chief. Growth in this popular mountain town continues to present challenges as the Denver Metropolitan area expands. The Fire Chief is required to live in the District, and should be an integral part of the community. The ability to work closely with the Board of Directors to manage the budget and funding for the future will be a significant part of the Fire Chief's job.

## **THE IDEAL CANDIDATE**

The ideal candidate will have a proven record as a fire service manager, with at least ten years of progressive experience and at least three years of command staff level experience. The ideal

candidate will have an understanding, even actual experience, of the unique services of a volunteer fire department. Evergreen Fire/Rescue is seeking someone who will value the volunteer tradition of the Department and honor the community's commitment to maintaining a volunteer suppression division, enhanced by paid medical, administration and support divisions. We are also seeking someone who possesses the following attributes:

- Solid management skills
- Approachable
- Ethical
- Collaborative
- Motivated
- Solid technical skills
- Team player
- Task oriented
- Proven fiscal management skills
- Visionary
- Supportive
- Strong negotiator/mediator
- Visible
- Flexible
- Tactful
- Excellent communication skills
- Ability to instill confidence in others



## **MANDATORY QUALIFICATIONS AND REQUIREMENTS**

- Possess or obtain within 30 days of hire, a valid Colorado driver's license; maintain a valid Colorado driver's license, maintain an acceptable driving record
- Maintain personal insurance coverage
- Submit to a background check to include drug screening
- Possess a Baccalaureate degree in Fire Sciences, Fire Administration, Public/Business Administration or a related field
- A Master's degree in Fire Sciences, Public Administration, or Management is preferred
- A record of continuing education and professional development
- Minimum of ten years of progressively responsible, full-time experience in a fire service

- Minimum of three years of command staff level experience
- Must reside in the District, or be willing to establish residency in the District (the time frame for this will be discussed with the Board) and maintain residence while employed as the Fire Chief

### COMPENSATION AND BENEFITS

The 2007 budgeted pay range for the Fire Chief's position is \$92,000 to \$108,000, dependent on qualifications. The District also offers a benefit program that includes the following elements: Medical, dental, life insurance, disability and a take-home car. The District will contribute 7.5% of salary to a 401(a) on behalf of the Chief. The successful candidate for this position will be offered a multiple year contract with renewal options.

### APPLICATION PROCESS

To be considered for this unique career opportunity, please submit your resume along with a cover letter to:



Kim Valenzano  
CPS Human Resource Services  
241 Lathrop Way  
Sacramento, CA 95815  
916.471.3330  
[kim@cps.ca.gov](mailto:kim@cps.ca.gov)  
[www.cps.ca.gov/search](http://www.cps.ca.gov/search)

Your resume should include the dates you held command and management positions, as well as your assignments, as part of your career progression to chief officer level ranks. **This information must be received no later than 4:00 p.m., June 22, 2007.**

### SELECTION PROCESS

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to possess the most relevant experience will be given preliminary telephone interviews by the consultants in June and early July. The Search Committee will then select finalists to participate in an assessment center to be held August 1-3, 2007. Background checks and follow-up interviews will be conducted for the finalists. An appointment is expected to be made by the Board shortly after the assessment center.

*Evergreen Fire/Rescue is an equal opportunity organization, men and women are encouraged to apply.*

